



Gender Pay Gap

Amundi Ireland 2023

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Amundi
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Foreword

This is the second Gender Pay Gap Report for Amundi Ireland and I am pleased to note a small narrowing of the gap, when compared with the 2022 figures.

Our median gender pay gap has reduced by 0.7% year on year, now standing at 16.1%. We acknowledge that, while progress has been made, there is still much work ahead. Through this report and those to follow, we are committed to analysing these figures and understanding where there may be opportunities for improvement.

Whilst we have a pay gap, it is important to point out that this is not as a result of males and females being paid differently for performing comparable roles. Rather, it is a result of the underrepresentation of women in higher-paid roles such as senior management and portfolio management. Addressing this is a priority.

We are also actively working to increase the number of women choosing asset management as a career.

A notable indication of this commitment is the fact that 55% of our apprentices and interns, who joined during the reference period (July 2022 to June 2023), were women. Additionally, we are actively engaged in industry initiatives aimed at addressing the gender disparities within our sector.

Our focus remains on fostering an inclusive environment where everyone feels valued and has equal opportunities for growth and development. We continue to invest in training and mentorship programmes, along with flexible work practices, to support the advancement of women within our organisation.



DAVID HARTE
CEO, AMUNDI IRELAND



Where we are

What is a gender pay gap?

Gender pay gap refers to the difference between the hourly pay of men and women across a company, regardless of their role.

The gender pay gap is not the same as unequal pay. Paying an individual less than another for the same job on account of their gender is prohibited under equality legislation.

Understanding our gender pay gap

The hourly median and mean gender pay gap at Amundi Ireland has improved year on year since 2022, with an hourly median gender pay gap of 16.1% and an hourly mean gender pay gap of 39.8% in 2023.

Although the number of females in the business has increased since 2022, there are still proportionately more men than women working in Amundi Ireland, which contributes to our gender pay gap.

Median: Calculated by finding the midpoint of all male and female employees hourly pay and comparing the difference between the two.

Mean: Calculated by finding the average of all male and female employees hourly pay and comparing the difference between the two.

Pay: Includes basic salary, allowances, overtime, performance related bonuses and share awards, and other monetary payments.

Snapshot: All data and calculations based on relevant employees as at 30th June 2023.

Gender distribution



Gender pay gap

	Median	Mean
Hourly pay	16.1%	39.8%
Bonus	25.0%	68.0%
Temporary employees	-0.7%	19.2%
Part-time employees	30.8%	30.5%

Pay quartiles

	Female	Male
Upper quartile	17.8%	82.2%
Upper middle quartile	41.8%	58.2%
Lower middle quartile	36.7%	63.3%
Lower quartile	42.7%	57.3%

Proportion receiving bonus



Proportion receiving benefits in kind



What we are doing

Achieving gender balance requires a comprehensive approach that goes beyond addressing average pay discrepancies. It necessitates creating an inclusive and supportive environment that encourages & facilitates the entry and growth of women in our industry.

Our policies and initiatives aim to support women throughout their professional careers.

Gender balanced job ads, candidate lists & blind CVs



Actively developing female talent



Mentoring & networking for women with senior role models



Flexible working arrangements



D&I training and regular feedback



Funding for further education



Executive coaching following maternity leave or career break



Fully topped up maternity leave pay



2023 spotlight - our focus on education & representation

At Amundi Ireland, we are actively working to increase the number of women choosing asset management as a career by focusing on education and representation. We will now highlight some of the initiatives undertaken during the reference period of July 2022 to June 2023.

Early Secondary School Students

Amundi Ireland's **'bring your daughter to work'** initiative encourages colleagues to invite their daughters, nieces, neighbours, or friends to participate in a workshop. The workshop, aimed at female students aged between 8 and 12 years, is designed to showcase the diverse range of career options within the industry.

Transition Year Students

The Irish Association of Investment Manager introduced a programme, promoting careers in financial services to transition year students. As a key sponsor, Amundi has prioritised ensuring unbiased access to the programme for male, female and co-educational schools.

University Students

The Women's Network at Amundi Ireland initiated a programme in collaboration with '100 women in finance,' dedicated to advancing careers in investment management among final-year university students. The programme targets female students in both finance and STEM subjects, aiming to promote diverse opportunities within the field.

University Scholarship

In order to support women to enter into a career in financial services, we continue to support a three-year scholarship and a mentorship programme for female students of finance at the National College of Ireland.

Amundi's journey

Our commitment

Amundi Ireland is committed to reducing our gender pay gap and to incorporating diversity into every stage of our employee lifecycle.

We will continue to:



Invest in our people and challenge ourselves to bring greater gender balance to the company.



Report and monitor the success of all of our initiatives in order to hold ourselves accountable.



Learn from this process and develop our approach in close cooperation with other industry players and our staff.



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